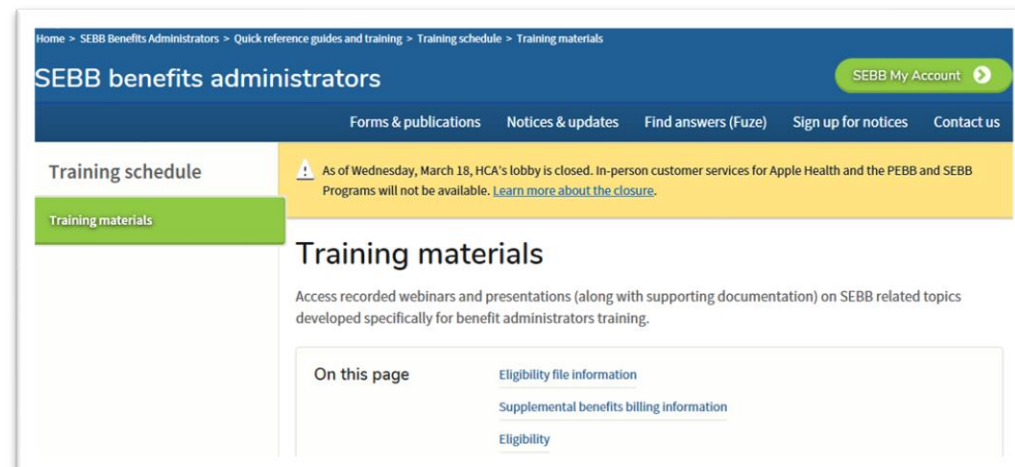


Review of Updated SEBB WAC's and Policies

Thank you for participating in today's webinar

The presentation will start around 10:05 a.m.

- All attendees will be muted. Please do not unmute yourself if the program allows you to.
- We can not assist with technical issues and apologize if they keep you from participating.
- This webinar will be recorded and posted on the Benefits Administrator website.



Review of Updated SEBB WAC's and Policies

Addressing questions during the webinar

- Please use the “questions” feature to send questions throughout the webinar.
- We will address questions:
 - Throughout the presentation when appropriate – by topic.
 - At the end of the presentation – in summary – as time allows.
 - Questions not answered during the presentation will be addressed the following week via either:
 - Email
 - Phone
 - FUZE
- **If you have employee related questions, please send via FUZE**
- **For urgent matters, contact Outreach & Training (O&T) at 1-800-700-1555**



Review of Updated SEBB WAC's and Policies

School Employees Benefits
Outreach & Training
August 2020

Washington State
Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

Agenda

- 1 SEBB Program Policy Updates
- 2 WAC Updates
- 3 SEBB Program Benefit Updates
- 4 Reminders, Tips & Resources



SEBB Program Policy Updates

The School Employees Benefits Board (SEB Board) has approved changes to policies effective **September 1, 2020** and changes to benefits effective **January 1, 2021**.

O&T will offer another webinar in September to discuss the SEBB annual open enrollment and benefit changes.

- Annual open enrollment is **October 26 through November 23, 2020**.

Providing a Notice to a School Employee

Employee's eligible for benefits must have no less than 10 calendar days after the date of notice to elect coverage.

Scenario

An employee's date of eligibility is September 1, 2020.

- When does the employee's initial enrollment period end?
 - October 2, 2020

They are not notified of their eligibility until September 25, 2020.

- How many days will the employee now be offered to elect benefits beginning September 25, 2020?
 - At least a ten-day enrollment period, until October 5, 2020.

Reminder: Date of notice does not determine effective date of coverage

Verifying Dependent Eligibility Before Enrollment

Proof of a marriage or state registered domestic partnership (SRDP) still being valid can be from the last **6 months**.

- Previously 2 months
- Examples of proof documents include:
 - Bank statement
 - Utility bill
 - Insurance policy card
 - Lease agreement

Verifying Dependent Eligibility Before Enrollment

Employees moving from the Public Employee Benefits Board (PEBB) Program to the SEBB Program and who request to enroll eligible, extended or disabled dependents, who have previously been verified under the PEBB Program

- Dependent verification (DV) documents will not be required
- SEBB Program will use DV data verified by the PEBB Program
- **Does not automatically occur**

Verifying Eligible Dependents from PEBB

Employees will inform BA if dependents were previously enrolled and verified in the PEBB Program.

- SMA does not communicate with the PEBB Pay1 system.

BA sends FUZE to O&T with employee and dependent's info.

- Full name, DOB, and SSN

O&T verifies employee's dependent in the PEBB Program.

O&T updates in SMA to reflect dependent as verified.

Special Open Enrollment (SOE) Matrix

SOE Event #13 - Gain or lose eligibility for Medicaid or CHIP

- Changed *"entitled"* to *"enrolled"*
- An employee **may not waive** enrollment in SEBB medical when they or their dependent enroll in or lose eligibility for Medicaid or CHIP.



WAC 182-32-2020

Appealing a decision made by a SEBB Org about eligibility, premium surcharges or enrollment in benefits

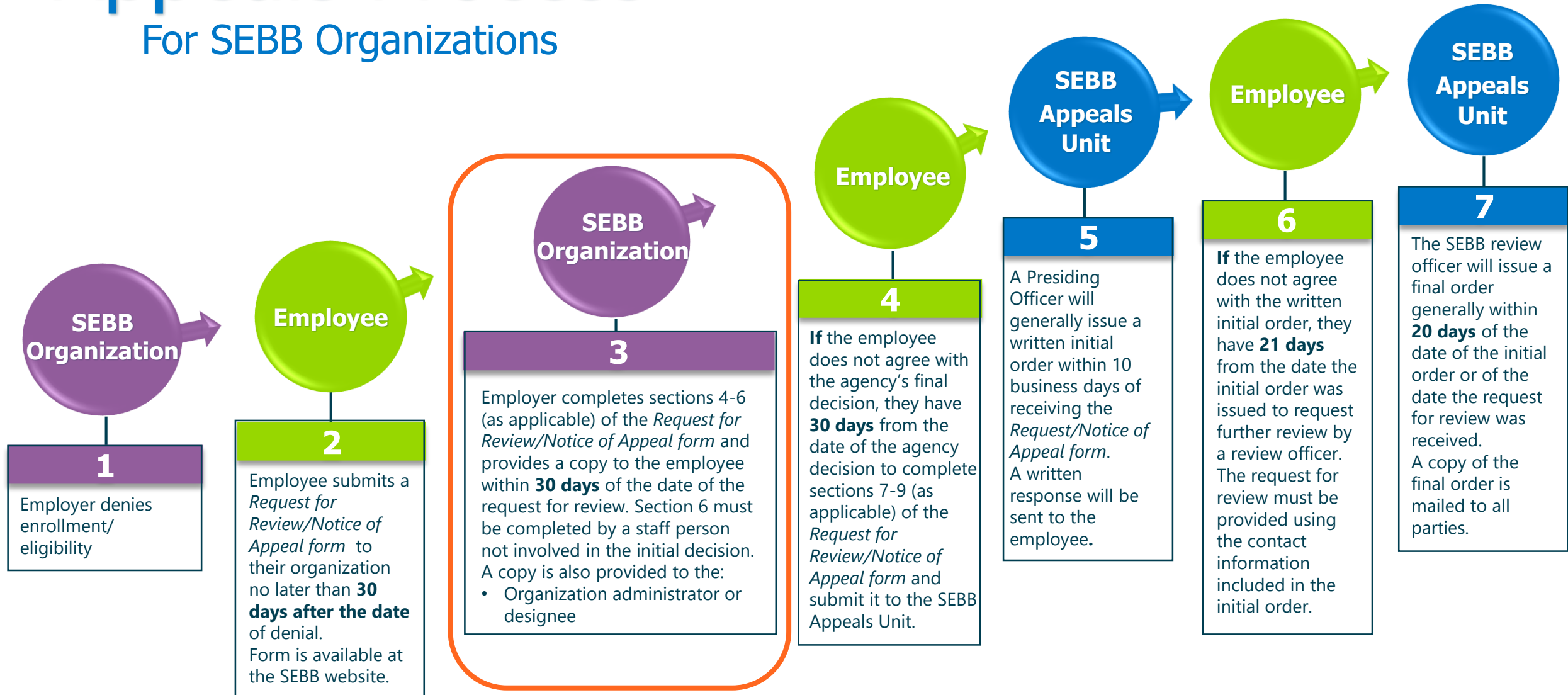
Appealing a decision made by a SEBB Org

SEBB Organizations who fail to render a written decision within **30 days** of receiving a written request for administrative review

- Employee sends request for a brief adjudicative review to SEBB Appeals Unit
 - No later than **30 days** after the date the request for administrative review was deemed denied

Appeals Process

For SEBB Organizations





WAC 182-31-110

What options are available if a school employee is approved for the Federal Family and Medical Leave Act (FMLA) or the Paid Family and Medical Leave Program? (PFML)

Employees on FMLA & PFML

Employees on approved leave under PFML may continue to receive the employer contribution toward SEBB benefits.

- PFML must run concurrent with FMLA for **at least one day** for the employee to remain eligible for the employer contribution.

Reminder: Employment security department (ESD) is responsible for determining employee eligibility for the PFML program.



SEBB Program Benefit Updates

Local Negotiations Eligibility Update

SEBB Organizations engaging in local negotiations regarding eligibility for school employees under RCW 41.05.740(6)(e) shall negotiate within the range of anticipated to work hours described below:

- No less than 180 hours per school year; and
- **But less** than the threshold to meet the SEB Board's eligibility established pursuant to RCW 41.05.740(6)(d).
- SEBB resolution 2020-04

Eligibility Update

Employees who establish eligibility for the employer contribution towards SEBB benefits during the month of August:

- Benefits begin on September 1
 - Employees must be eligible for the employer contribution for the new school year that begins on September 1.
- Applies to current employees who reach 630 hours in August
 - Does not apply to new employees

Scenario

Fred reaches 630 hours on August 12, 2020. Fred is also determined to be eligible for benefits for the 20-21 school year.

- Fred's benefits would be effective September 1, 2020

Sam reaches 630 hours on August 2, 2020. Sam is not determined benefit eligible for the 20-21 school year.

- Sam remains ineligible, no worksheet required.
- Keep in mind, the 630 hours Sam worked this year, will count towards the two year look back rule.



Reminders, Tips & Resources

Paid Leave and Holiday Pay

Reminder: All hours for which an employee receives compensation during an approved leave (e.g. sick leave, personal leave, shared leave) or a paid holiday must be included when determining eligibility.

Leave Without Pay (LWOP)

Reminder: School employees who return from approved LWOP will maintain or establish eligibility for the employer contribution if:

- Work schedule would have resulted in the employee being **anticipated to work 630 hours** to meet SEBB eligibility **at the start of the school year**
- Date of eligibility is the date they **return from approved leave**
- Coverage is effective the first day of the month following the return to work

New Report in SMA

Benefit Admin Contact List

- Helpful when an employee is a transfer and they have not been transferred out by their old district.

Reports

Select a report from the drop down list to assist in benefit administration for your organization's subscribers.

Select a report*

Benefit Admin Contact List ▼

Run report

Benefit Admin Contact List - Report

Reports

Select a report from the drop down list to assist in benefit administration for your organization's subscribers.

Select a report*

Benefit Admin Contact List

Run report

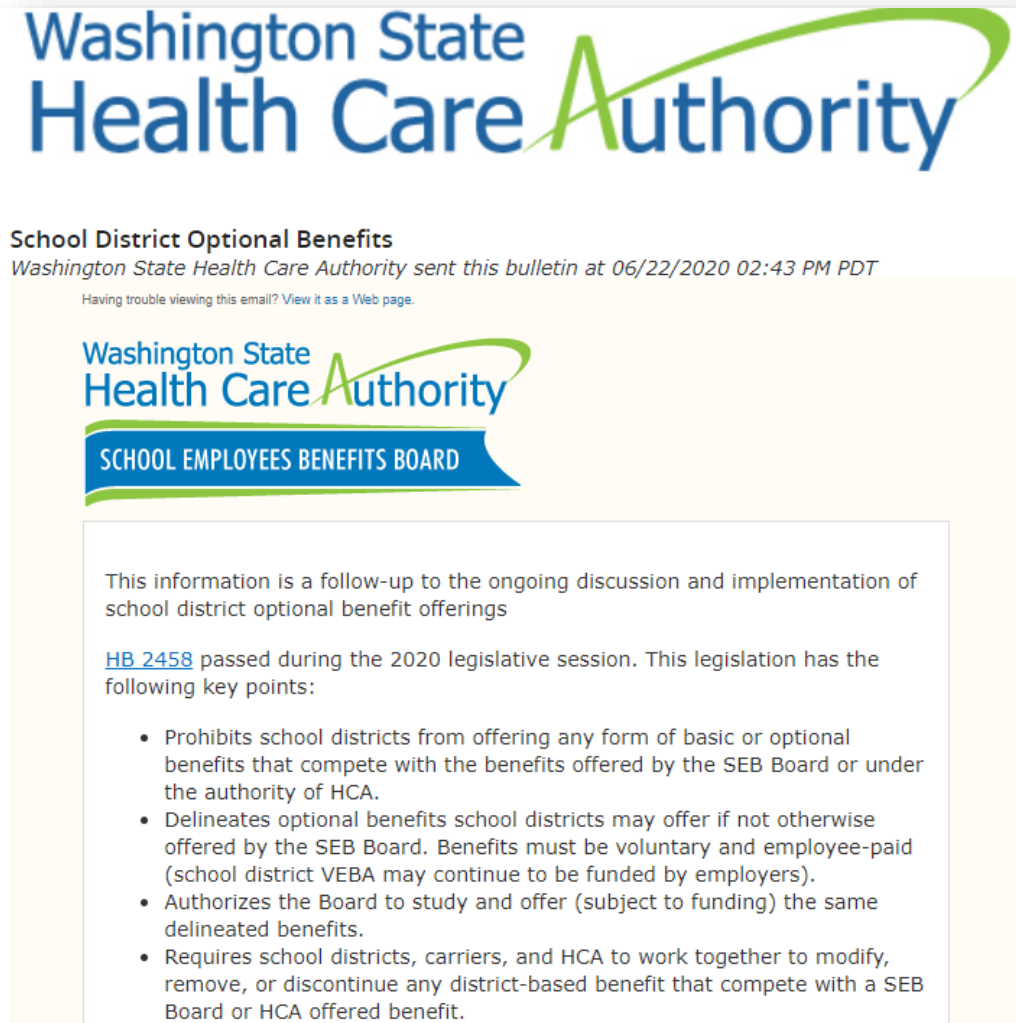
Download

School District	Benefit Admin First Name	Benefit Admin Last Name	Benefit Admin Email Address
ABERDEEN SCHOOL DISTRICT 005			
ADNA SCHOOL DISTRICT 226			
ADNA SCHOOL DISTRICT 226			
ALMIRA SCHOOL DISTRICT 017			
ALMIRA SCHOOL DISTRICT 017			
ANACORTES SCHOOL DISTRICT 103			
ANACORTES SCHOOL DISTRICT 103			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
ARLINGTON SCHOOL DISTRICT 016			
Ashe Preparatory School			

Optional Benefits – HB 2458

GovDelivery went out on June 22

- Clarifies which optional benefits SEBB Orgs can provide
- Which benefits cannot be provided
- Authorizes SEB Board to study and offer additional benefits



Washington State Health Care Authority

School District Optional Benefits
Washington State Health Care Authority sent this bulletin at 06/22/2020 02:43 PM PDT

Having trouble viewing this email? [View it as a Web page.](#)

Washington State Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

This information is a follow-up to the ongoing discussion and implementation of school district optional benefit offerings

[HB 2458](#) passed during the 2020 legislative session. This legislation has the following key points:

- Prohibits school districts from offering any form of basic or optional benefits that compete with the benefits offered by the SEB Board or under the authority of HCA.
- Delineates optional benefits school districts may offer if not otherwise offered by the SEB Board. Benefits must be voluntary and employee-paid (school district VEBA may continue to be funded by employers).
- Authorizes the Board to study and offer (subject to funding) the same delineated benefits.
- Requires school districts, carriers, and HCA to work together to modify, remove, or discontinue any district-based benefit that compete with a SEB Board or HCA offered benefit.

Optional Benefits – HB 2458

During '20-'21 and '21-'22 school years, SEBB Organizations can offer the following optional benefits:

- Emergency transportation
- Identity protection
- Legal aid
- Long-term care insurance
- Noncommercial personal automobile insurance
- Pet insurance
- Specific disease, illness-triggered, hospital confinement, or other fixed payment insurance
- Travel insurance, and
- Voluntary employee's beneficiary association (VEBA) accounts

FUZE Tips

When sending FUZE messages, please remember the following:

- Include full details, **including your SEBB Org**, in the message
 - Employee first and last name
 - DOB
 - Full SSN
- Choose category based on the scenario/question
- Please respond within same FUZE for additional information on the same message
 - FUZE messages get auto assigned to staff
- Please do not reply to FUZE once your issue has been resolved

Resources

SEBB BA website

- hca.wa.gov/sebb-benefits/admin

Outreach & Training

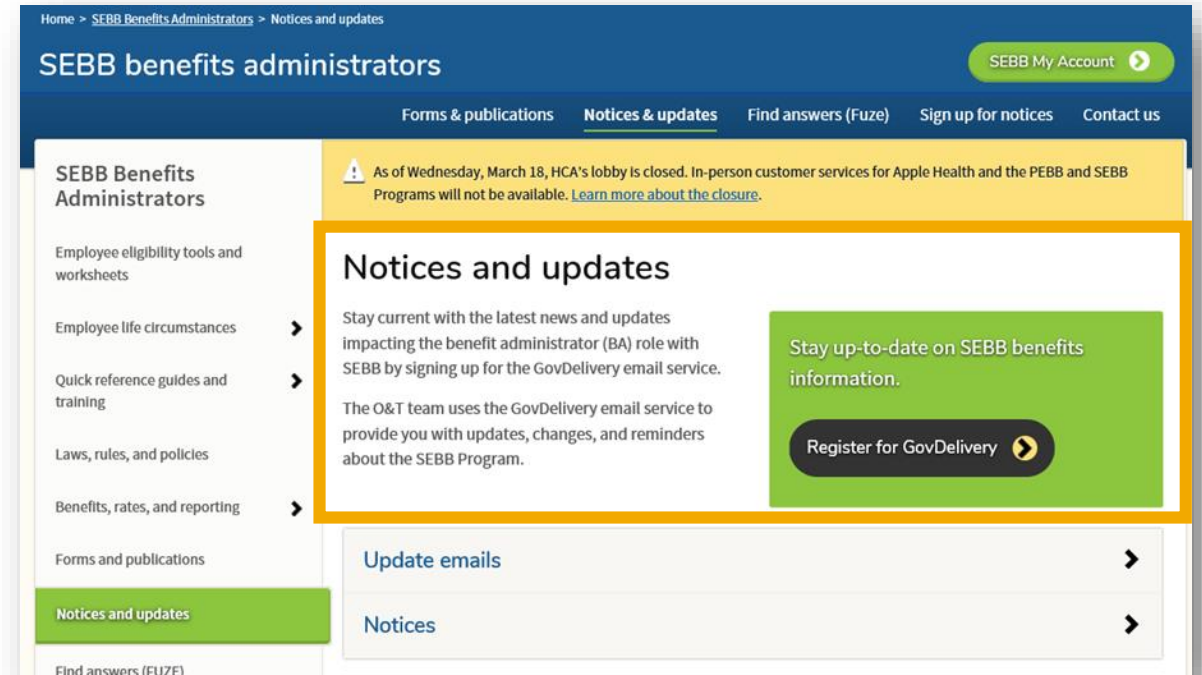
- 1-800-700-1555
- FUZE secure messaging system

SEB Board

- <https://www.hca.wa.gov/employee-retiree-benefits/about-sebb>

GovDelivery

Sign up for Outreach &
Training notices via
GovDelivery



Upcoming Webinars

September 28 – SEBB Annual Open Enrollment & Benefit Changes

How to register: hca.wa.gov/sebb-benefits-admins/training-schedule



Previous Webinars

All recorded webinars are posted to the BA website

- Presentations can also be found here


Miscellaneous topics


Recorded webinars

[SEBB Understanding error correction](#)  (Aug 14, 2020)

[SEBB Preparing for the upcoming school year](#)  (Aug 7, 2020)


[SEBB Retirement, Accounting and Billing](#)  (June 26, 2020)

[SEBB Limited Open Enrollment \(LOE\)](#)  (June 24, 2020)

[SEBB Special Open Enrollment \(SOE\)](#)  (June 12, 2020)

[SEBB C series worksheets](#)  (June 5, 2020)

[SEBB Updates related to Covid-19](#)  (May 15, 2020)

[Preparing for the end of the school year](#)  (May 1, 2020)

[SEBB: Understanding eligibility](#)  (April 17, 2020)

[SEBB: When coverage ends](#)  (April 3, 2020)

[SEBB: When employees can make changes webinar](#)  (March 20, 2020)

[SEBB My Account update webinar](#)  (March 6, 2020)

[SEBB Appeals process webinar](#)  (February 21, 2020)

[SEBB Program implementation webinar](#)  (December 16, 2019)

- [Sample of district billing file with adjustments](#) (supporting document for December 16 webinar)

Questions & Answers

We will now address some of the questions that did not get answered during the webinar.

- Any questions that do not get addressed today will be responded to by phone, email or FUZE
- Employee specific questions or scenarios should be sent through FUZE
- After the webinar, participants will receive a follow up email that includes a brief survey. We would greatly appreciate your feedback.

Thank you for participating!

